

NTEP – Network for Transforming Teacher Preparation



**NORTHWEST NAZARENE
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A presentation to the State Board TAC on
Tiered Licensure and Career Ladders

April 6, 2014

Our Responsibility, Our Promise



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- CCSSO task force report on educator preparation and entry into the profession
- Adopted by Multiple States
- Gates Funded Grant Opportunity – 7 states
- Ten Recommendations in Three Areas
 - Licensure
 - Educator Preparation Program Approval
 - Data Collection, Analysis, and Reporting

GOAL



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A tiered, performance-based licensure for all educators, based on Idaho's definitions of "Learner Ready Teacher" and "School Ready Principal" and aligned to a coherent development continuum



A Learner Ready Teacher

- ❖ Has deep knowledge of the content and how to teach it
- ❖ Understands differing needs of their students, holds them to high expectations and personalizes learning to ensure each learner is challenged
- ❖ Cares about, motivates, and actively engages students in learning
- ❖ Collects, interprets, and uses student assessment data to monitor progress and adjust instruction
- ❖ Systematically reflects, continuously improves, and collaboratively problem solves
- ❖ Demonstrates leadership and shared responsibility for the learning of all students.

NTEP Grant Goals

LICENSURE

- Revise and enforce licensure standards for teachers and principals.
- Licensure performance assessments
- Multi-tiered licensure system
- Reform current licensure systems to be more efficient and have reciprocity.

LICENSURE - Progress

LICENSURE

Initial teacher certification progress

- Relied on IHE Coalition
- Initial certification recommendation
- Performance based measure in pilot stage

IHE Coalition

- All teacher preparation institutions (8 universities plus 3 community colleges, state department, state board reps)
- Voluntary working group – 24 months
- Common Danielson Based Assessment for graduates/teacher candidates
- Connection to first year of in-service through Individualized Personal Learning Plan (IPLP)

IHE Coalition

- Surveyed university faculty, cooperating teachers, administrators and other teachers
- Developed Common Danielson Based Assessment
- Developed common IPLP
- Piloting Danielson tool and IPLP this year
 - 25 triads (faculty, cooperating teacher and teacher candidate)

NTEP GOALS

PROGRAM APPROVAL

- Hold Educator Preparation Programs accountable.
- Adopt and implement rigorous program approval standards.
- Align preparation content standards to PK-12 standards for all licensure areas.
- Provide support to preparation programs to assist with continuous improvement.

Program Approval Progress



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- 3 year reviews (InTasc Standards)
 - Common Core LA
 - Common Core Math
 - Integration of Technology
 - Data Fluency and responsiveness
- Common Summative Assessments
- Faculty training in Danielson

NTEP GOALS

DATA COLLECTION, ANALYSIS & REPORTING

- Create structures to guide confidential and secure data collection, analysis, and reporting
- Use data collection for continuous improvement and accountability

Data Collection, Analysis, Reporting Progress

- Currently reviewing other states
- Working with State Board on Title II data points
- Considering the work of Teacher Prep Analytics

Teacher Prep Analytics

Candidate Selectivity:

- Academic Strength (mean and range of candidates GPA at admission, completion),
- Promise for Teaching (dispositions, perceiver, interest, fit and relevant experience),
- Applicant/candidate/completer Diversity by race, ethnicity, age and gender at admission and completion

TPA (cont)

Quality of Preparation:

- Candidate content (national assessment)/pedagogical content knowledge,
- Candidate teaching skill – national assessment at completion or upon certification
- Consumer satisfaction (program completer surveys at completion and year 3, principal surveys of candidates)

TPA (Cont)

Program Completer Effectiveness:

- Impact on K-12 students – value added
- Demonstrated teaching skill (K-12 student surveys, evaluations of candidates)

Communication



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IHEs

State Education
Deans

Provosts and VPS

Education Faculty who
prepare teachers

Education Faculty who
prepare admin

Presidents?

Teacher Candidates

State Offices

State Department of
Education

State Board of
Education

Professional
Standards Committee

K-12 System Leaders

Idaho Assn of School
Boards

Idaho Assn of
Administrators

Idaho Assn of School
Superintendents

Regional
Superintendents

Regional Principals

IAESP

IASSP

Idaho Assn of Special
Ed Directors

Teachers

Idaho Education
Association

Northwest
Professional
Educators

Legislature

Sen Education
Committee

House Education
Committee

Business/Community Leaders

IBE

Albertsons

PTA

Chamber of
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Key Outcomes – 12 months



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- Within 12 months (Sept 2014)
 - The first two tiers (initial and professional) will be approved with performance measures defined
 - Stakeholders are informed and pilots are being conducted
 - Tiered licensure for administrators stakeholder group has been convened.

Key Outcomes – 18 months



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- Tiered licensure for administrators is designed and approved
- Gateway requirements for initial licensure piloted and implemented
- Gateway requirements for professional licensure determined and pilot is outlined

Key Outcomes – 24 months



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- Gateway requirements for teacher leader tier are established
- Pilot of professional licensure is underway
- Administrative licensure gateway requirements are established and are in pilot stages

Questions



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IHE Timeline

- Initial meeting – April 26, 2012
- Initial Goals – induction and commonalities in student teaching experience in Treasure Valley
- Adoption of Danielson model for all IHEs
- Determining appropriate level of performance for teacher candidates
- Survey of stakeholders

IHE Timeline

- Development of Common Summative Assessment
- Development of IPLP
- Danielson Training for University Supervisors
- Creation and Design of Pilot
- NTEP Grant...